

Schedule 53 - PSE
Paraeducators, Job Coaches, Interpreter/Tutors
2020 - 2021

	Column 01	Column 02	Column 03	Column 04	Column 05	Column 06	Column 07	Column 08	Column 09	Column 10	Column 11
	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT	PARAED INSTRUCT
STEP	Base	45 clock hrs	90 clock hrs	135 clock hrs	180 clock hrs	225 clock hrs	270 clock hrs	315 clock hrs	360 clock hrs	with AA degree	with BA degree
01	18.15	18.20	18.25	18.30	18.40	18.45	18.50	18.55	18.60	18.90	19.40
02	18.66	18.71	18.76	18.81	18.91	18.96	19.01	19.06	19.11	19.41	19.91
03	19.20	19.25	19.30	19.35	19.45	19.50	19.55	19.60	19.65	19.95	20.45
04	20.09	20.14	20.19	20.24	20.34	20.39	20.44	20.49	20.54	20.84	21.34
05	21.08	21.13	21.18	21.23	21.33	21.38	21.43	21.48	21.53	21.83	22.33
*10	21.58	21.63	21.68	21.73	21.83	21.88	21.93	21.98	22.03	22.33	22.83
*15	22.08	22.13	22.18	22.23	22.33	22.38	22.43	22.48	22.53	22.83	23.33
*20	22.58	22.63	22.68	22.73	22.83	22.88	22.93	22.98	23.03	23.33	23.83
*25	23.08	23.13	23.18	23.23	23.33	23.38	23.43	23.48	23.53	23.83	24.33

	Column 12	Column 13	Column 14	Column 15	Column 16	Column 17	Column 18	Column 19	Column 20	Column 21	Column 22
	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED	JOB COACH ICM HIGH NEED
STEP	Base	45 clock hrs	90 clock hrs	135 clock hrs	180 clock hrs	225 clock hrs	270 clock hrs	315 clock hrs	360 clock hrs	with AA Degree	with BA Degree
01	19.24	19.29	19.34	19.39	19.49	19.54	19.59	19.64	19.69	19.99	20.49
02	19.78	19.83	19.88	19.93	20.03	20.08	20.13	20.18	20.23	20.53	21.03
03	20.36	20.41	20.46	20.51	20.61	20.66	20.71	20.76	20.81	21.11	21.61
04	21.30	21.35	21.40	21.45	21.55	21.60	21.65	21.70	21.75	22.05	22.55
05	22.34	22.39	22.44	22.49	22.59	22.64	22.69	22.74	22.79	23.09	23.59
*10	22.84	22.89	22.94	22.99	23.09	23.14	23.19	23.24	23.29	23.59	24.09
*15	23.34	23.39	23.44	23.49	23.59	23.64	23.69	23.74	23.79	24.09	24.59
*20	23.84	23.89	23.94	23.99	24.09	24.14	24.19	24.24	24.29	24.59	25.09
*25	24.34	24.39	24.44	24.49	24.59	24.64	24.69	24.74	24.79	25.09	25.59

Substitute Rates

Paraeducators: 16.34
Para/High Needs: 17.32
Interpreter/Tutor: 22.70

*Steps 10, 15, 20, and 25 used only for longevity increased and not to be used for incremental increases.

Step 10: 10 yrs of service = \$0.50 per hr increase over step 5
Step 15: 15 yrs of service = \$1.00 per hr increase over step 5
Step 20: 15 yrs of service = \$1.50 per hr increase over step 5
Step 25: 25 yrs of service = \$2.00 per hr increase over step 5

4.6% increase over 2019-20 in Column 01, per CBA; includes IPD
5.6% increase over 2019-20 in Column 12, per CBA; includes IPD

Vacation pay converted to cash value added to base hourly rate.
Columns 1-7 = 0.51 Columns 8-14 = 0.47 Columns 15-21 = 0.62

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	Column 23	Column 24	Column 25	Column 26	Column 27	Column 28	Column 29	Column 30	Column 31	Column 32	Column 33
	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS	PARAED INTERPRT TUTORS
STEP	Base	45 clock hrs	90 clock hrs	135 clock hrs	180 clock hrs	225 clock hrs	270 clock hrs	315 clock hrs	360 clock hrs	with AA degree	with BA degree
01	25.22	25.27	25.32	25.37	25.47	25.52	25.57	25.62	25.67	25.97	26.47
02	25.91	25.96	26.01	26.06	26.16	26.21	26.26	26.31	26.36	26.66	27.16
013	26.65	26.70	26.75	26.80	26.90	26.95	27.00	27.05	27.10	27.40	27.90
04	27.42	27.47	27.52	27.57	27.67	27.72	27.77	27.82	27.87	28.17	28.67
05	28.17	28.22	28.27	28.32	28.42	28.47	28.52	28.57	28.62	28.92	29.42
*10	28.67	28.72	28.77	28.82	28.92	28.97	29.02	29.07	29.12	29.42	29.92
*15	29.17	29.22	29.27	29.32	29.42	29.47	29.52	29.57	29.62	29.92	30.42
*20	29.67	29.72	29.77	29.82	29.92	29.97	30.02	30.07	30.12	30.42	30.92
*25	30.17	30.22	30.27	30.32	30.42	30.47	30.52	30.57	30.62	30.92	31.42

	Column 34	Column 35	Column 36	Column 37	Column 38	Column 39	Column 40	Column 41	Column 42	Column 43	Column 44
	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER	HEADSTART ASST. TEACHER
STEP	Base	45 clock hrs	90 clock hrs	135 clock hrs	180 clock hrs	225 clock hrs	270 clock hrs	315 clock hrs	360 clock hrs	with AA degree	with BA degree
01	18.74	18.79	18.84	18.89	18.99	19.04	19.09	19.14	19.19	19.49	19.99
02	19.27	19.32	19.37	19.42	19.52	19.57	19.62	19.67	19.72	20.02	20.52
03	19.83	19.88	19.93	19.98	20.08	20.13	20.18	20.23	20.28	20.58	21.08
04	20.75	20.80	20.85	20.90	21.00	21.05	21.10	21.15	21.20	21.50	22.00
05	21.76	21.81	21.86	21.91	22.01	22.06	22.11	22.16	22.21	22.51	23.01
*10	22.26	22.31	22.36	22.41	22.51	22.56	22.61	22.66	22.71	23.01	23.51
*15	22.76	22.81	22.86	22.91	23.01	23.06	23.11	23.16	23.21	23.51	24.01
*20	23.26	23.31	23.36	23.41	23.51	23.56	23.61	23.66	23.71	24.01	24.51
*25	23.76	23.81	23.86	23.91	24.01	24.06	24.11	24.16	24.21	24.51	25.01

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Step 15: 15 yrs of service = \$1.00 per hr increase over step 5
Step 20: 15 yrs of service = \$1.50 per hr increase over step 5
Step 25: 25 yrs of service = \$2.00 per hr increase over step 5

6.4% increase over 2019-20 in Column 23, per CBA; includes IPD
8% increase over 2019-20 in Column 34, per CBA; includes IPD

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Columns 1-7 = 0.51 Columns 8-14 = 0.47 Columns 15-21 = 0.62